

King County Department of Public Defense 2014 Equity and Social Justice Commitments

Objective	Description of Objective	Commitment	Level	Determinants of Equity	Indicators of Success
Objective 1: Consider equity impacts in decision-making, policy-making and program planning	Each department commits to specific policy or program focus areas to apply Equity Impact Review	Create Holistic Public Defense Framework and Implementation Plan *	Department	<ul style="list-style-type: none"> Equitable law and justice system Equity in county practices Access to health and human services 	ESJ benchmarks are determined at the onset of developing the framework and include ESJ elements related to items such as the process used to create the framework and potential client and community outcomes of such framework
		Implement Integrated Case Management System*	Department	<ul style="list-style-type: none"> Equitable law and justice system Equity in county practices 	Case Management System has been reviewed to ensure that the data management system can monitor public defense services and outcomes according to items such as race, ethnicity, gender, disability, sexual orientation, and English-language ability
Objective 2: Build community trust and capacity; Improve customer service; robust civic engagement	Each department commits to areas for application of the community engagement guide	Complete client satisfaction survey	Customer	<ul style="list-style-type: none"> Equitable law and justice system Equity in county practices 	<ul style="list-style-type: none"> Survey completed and feedback shared Recommendations made Action plan for implementing recommendations created and shared
		Complete focused community engagement plan	Community	<ul style="list-style-type: none"> Equitable law and justice system Equity in county practices Community and public safety 	Plan created and approved for implementation in 2015
Objective 3: Promote fairness and opportunity in County government practices	A: Each department commits to internal communications and engagement, as well as structures and mechanisms, to raise awareness and visibility of ESJ with employees at all levels	Create ESJ workgroup & workplan	Department	<ul style="list-style-type: none"> Equitable law and justice system Equity in county practices Access to health and human services 	Workgroup created and workplan and commitments for 2015 drafted
		Seek feedback from employees*	Department	<ul style="list-style-type: none"> Equitable law and justice system Equity in county practices 	<ul style="list-style-type: none"> Feedback solicited and themes and recommendations generated Action plan for 2015 created
	B: Each department branch commits to continuous improvement to institutionalize equity in all organizational practices	Complete Organizational ESJ assessment	Department	<ul style="list-style-type: none"> Equitable law and justice system Equity in county practices Access to health and human services 	<ul style="list-style-type: none"> Assessment completed and feedback shared Recommendations have been made Action plan for implementing recommendations have been made and shared
		Implement practices learned through participation in LEP Proviso workgroup	Department	<ul style="list-style-type: none"> Equitable law and justice system Equity in county practices Access to health and human services 	<ul style="list-style-type: none"> Department policy created and implemented for how DPD will serve clients with limited-English proficiency

* Item from DPD's 2014 Business Plan

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Determinants of Equity

Equity in county practices that eliminates all forms of discrimination in county activities in order to provide fair treatment for all employees, contractors, clients, community partners, residents and others who interact with King County;

Job training and jobs that provide all residents with the knowledge and skills to compete in a diverse workforce and with the ability to make sufficient income for the purchase of basic necessities to support them and their families;

Community economic development that supports local ownership of assets, including homes and businesses, and assures fair access for all to business development and retention opportunities;

Housing for all people that is safe, affordable, high quality and healthy;

Education that is high quality and culturally appropriate and allows each student to reach his or her full learning and career potential;

Early childhood development that supports nurturing relationships, high-quality affordable child care and early learning opportunities that promote optimal early childhood development and school readiness for all children;

Healthy built and natural environments for all people that include mixes of land use that support: jobs, housing, amenities and services; trees and forest canopy; clean air, water, soil and sediment

Community and public safety that includes services such as fire, police, emergency medical services and code enforcement that are responsive to all residents so that everyone feels safe to live, work and play in any neighborhood of King County;

A **law and justice system** that provides equitable access and fair treatment for all;

Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors and

the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood;

Transportation that provides everyone with safe, efficient, affordable, convenient and reliable mobility options including public transit, walking, carpooling and biking.

Food systems that support local food production and provide access to affordable, healthy, and culturally appropriate foods for all people;

Parks and natural resources that provide access for all people to safe, clean and quality outdoor spaces, facilities and activities that appeal to the interests of all communities; and

Health and human services that are high quality, affordable and culturally appropriate and support the optimal well-being of all people